

## **PSJ1 Exh 20**

## Giant Eagle Bonus 2012 Pharmacy

### I. Purpose

The Pharmacy Bonus Program is designed to encourage Team Members to work as a team toward a common goal of improving Company profitability and customer service.

### II. Pharmacy Team Leader Calculation

Bonus Percentages			
<ul style="list-style-type: none"> <li>- Based upon the Salary as of the beginning of the FY</li> <li>- Individual Minimum—Target—Maximum percentages established by job level</li> </ul>		Minimum	Target
		1%	2%
Maximum			
3%			
Pharmacy Performance Modifiers <sup>1</sup>			
(1) <u>Prescription Unit Volume:</u>			
0-1500 Units	1501-2500 Units	2501-3500 Units	3501 Units and above
0%	0.5%	1%	1.5%
(2) <u>Profitability:</u>			
Measurement			Kicker
Generate a Direct Business Line Profit and show a positive increase over last FY			2%
(3) <u>Customer Satisfaction - 0.75% of salary</u>			
FY 2011 Average Scores		Goal	
Scores 89 and Above		Maintain	
Scores 83-88		+1 Favorable	
Scores 82 and below		+2 Favorable	

#### Notes:

<sup>1</sup> The Pharmacy Performance Modifiers will be based upon the location in which the Team Member spent the majority of the year.

PLAINTIFFS TRIAL  
EXHIBIT

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**III. Pharmacist Calculation**

Bonus Percentages				
<ul style="list-style-type: none"><li>- Based upon the Salary as of the beginning of the FY</li><li>- Individual Minimum—Target—Maximum percentages established by job level</li></ul>		Minimum	Target	Maximum
		0.25%	0.5%	1%
Pharmacy Performance Modifiers <sup>1</sup>				
(1) <u>Prescription Unit Volume:</u>				
0-1500 Units	1501-2500 Units	2501-3500 Units	3501 Units and above	
0%	0.25%	0.5%	1%	
(2) <u>Profitability:</u>				
Measurement			Kicker	
Generate a Direct Business Line Profit and show a positive increase over last FY			0.5%	
(3) <u>Customer Satisfaction - 0.25% of salary</u>				
FY 2011 Average Scores		Goal		
Scores 89 and Above		Maintain		
Scores 83-88		+1 Favorable		
Scores 82 and below		+2 Favorable		

**IV. Floater Pharmacist – Calculation**

- Floating Pharmacists will be eligible to receive a lump sum amount based on the average Staff Pharmacist bonus. For PT Floating Pharmacists (30-39 standard hours), the bonus will be pro-rated.

**V. Eligibility**

- Must be a Pharmacy Team Leader, Staff Pharmacist or Floater Pharmacist with standard hours of 30 or more.
- A Team Member must be hired or licensed before April 1 of the fiscal year in order to be eligible for a bonus.
- The bonus is based upon the salary at the beginning of the Fiscal Year.
- An existing Team Member must actively work in the Fiscal Year to be eligible for a bonus. Actively working does not include a Team Member who is on Short or Long-Term Disability or Worker's Compensation. The bonus amount will be pro-rated for the time spent actively working.

**VI.** If for any reason, a Team Member is involuntarily terminated or resigns prior to the end of the fiscal year, the bonus will be forfeited. A Team Member must actively work until the end of Fiscal Year in order to be eligible for a bonus.

**VII.** If performance expectations are not met, a Team Member may not receive a full share. Their bonus could be forfeited entirely.

**VIII.** The company reserves the right to change, modify and amend the plan at their discretion.